GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Higher Education Department - Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 - Internal Complaints Committee in the Department - Re-Constituted - Orders - Issued.

HIGHER EDUCATION (OP) DEPARTMENT

G.O.RT.No. 103 Dated: 03-07-2025

Read the following:

1. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Act No.14 of 2013)
2. G.O.Rt.No.108, Higher Education (OP) Department, dt:01.07.2024

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ORDER:

In the reference 1st read above, Ministry of Law and Justice, Government of India have enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Act No.14 of 2013) and made Rules under the said Act for giving effect to the said convention of protection of women against sexual harassment at workplace. As per sub-section (1) of Section 4 of the said Act an "Internal Complaints Committee" shall be constituted at workplace by an order in writing and under sub-section (2) of Section 4 of the Act, the said committee shall consist of presiding officer who shall be a women employer at senior level and other members, with not less than one-half of the total member nominated to the said committee shall be women and one representative from NGO.

2. Accordingly, in the reference 2nd read above, the Government in Higher Education Department have constituted an "Internal Complaints Committee" for Higher Education Department, A.P. Secretariat, under Sub-Section (1) & (2) of Section 4 of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Act No.14 of 2013).

3. The Presiding Officer appointed vide reference 2nd read above has been transferred from the Department and therefore a new Presiding officer who shall be a woman employed at a senior level at workplace from amongst the employees has to be appointed to the Internal Complaints Committee.

4. Now, therefore, in partial modification of the orders issued in the reference 2nd read above, the Government after careful examination of the matter, hereby re-constitute the "Internal Complaints Committee" in the Higher Education Department, A.P. Secretariat, under Sub-section (1) of Section 4 of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Act No.14 of 2013) with the following under sub-section (2) of section 4 of the Act:

1.	Smt. O.G.Radha, Additional Secretary to Government	Presiding officer
2.	Sri K.Chandra Mouli, Assistant Secretary to Government (I/c)	Member
3.	Smt. Shaik Kousar Jaan, Section Officer	Member
4.	Smt. Vasantha Lakshmi, Assistant Section Officer	Member

5. The Presiding officer at the time of conducting hearings/ redressing the complaints, if any, shall invite a representative from recognized NGO or Associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, as Member to the Internal Complaints Committee and they shall be paid such fee or allowance for holding the proceedings of the Internal Complaints Committee by the employer, as prescribed under Rule 3 of the Act.

(PTO)

6. The Committee shall accept/ hear complaints from the employees of the Higher Education Department and take appropriate steps for Redressal of the complaints, as per Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

7. The Presiding Officer and every member of the Internal Complaints Committee shall hold office for such period, not exceeding three years, from the date of their nomination.

8. The Presiding Officer or any Member of the Internal Complaints Committee shall be removed from the committee on the following grounds:

a) contravenes the provisions of section 16; or
b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him/her; or
c) has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him/her; or
d) has so abused his/her position as to render his continuance in office prejudicial to the public interest. The vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of the section (4).

9. The Internal Complaints Committee shall act as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (Act No.14 of 2013) and Rules issued from time to time.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

KONA SASIDHAR
SECRETARY TO GOVERNMENT

To
The Presiding Officer &
Members concerned of the Internal Complaints Committee.

Copy to:

All the Officers/Assistant Secretaries in the Higher Education Department.
All the sections in the Higher Education Department.
The WCDA&SC(Prog.II) Department, AP Secretariat
The General Administration (SU.I) Department, AP Secretariat.
P.S.to Secretary to Government, Higher Education Department.
The Director of Translations (With a request to translate the GO to Telugu language and furnish a copy to the Government)
Sf

//FORWARDED : : BY ORDER//

SECTION OFFICER